

MINIMUM QUALIFICATIONS STANDARDS

The following “Minimum Qualifications Standards” are established, meeting the direction outlined in the Implementation Action Plan Report of the 1995 Federal Fire Policy Review. Action Items # 27, 62 and 63 from that Action Plan specifically direct the establishment and utilization of these standards by federal wildland fire management agencies.

- Applicants must meet the appropriate Office of Personnel Management (OPM) qualification standards AND the Interagency Fire Program Management (IFPM) standards before being placed in a key fire management position.
- Applicants must attain all identified competencies within three years of being placed into the position. Until competencies are met, employees must be supervised by employees who meet the qualification standards above and all identified competencies.
- To meet these minimum standards, all identified “Minimum Qualifications Standards” components (“OPM Standard Requirements,” “Specialized Experiences,” “Additional Required Training” and “NWCG Incident Management Qualifications”) must be met.
- These “Minimum Qualification Standards” must be used when recruiting for vacant positions. “Specialized Experience,” “Required Training,” and “NWCG Incident Management Qualifications” requirements are assumed to be cumulative as complexity increases within a position. For example, requirements for a high complexity unit fire program manager include the requirements for moderate and low complexity unit fire program managers.
- Where NWCG Incident Management Qualifications are shown, they relate to minimum incident management skills required to manage the local program on the unit. The assumption is made that if higher incident management skills are needed to manage an incident, they would be ordered through the standard resource ordering process.
- Differing complexity levels are identified for the Wildland Fire Operations Specialist, Prescribed Fire & Fuels Specialist, Prevention & Education Specialists, and Dispatcher series positions. There is a transition level identified, from technician to professional, for these positions.
- “Employee Development Training” identifies training that assists an employee in meeting position competencies, in addition to training that is required. It is recognized that training is not the only way of obtaining competencies, but the identified courses do provide many, though not necessarily all, of the knowledge and skills needed to meet position competencies.
- Each Minimum Qualification Standard is identified by the fire organizational title. The formal classification title will be based on the appropriate job series.

